

UNION'S LAST BEST FINAL OFFER
September 19, 2018

All Tentative Agreements and All Management's Last Best Offer except as modified below:

Article 14: Job Security

- Union will waive damages for performing non-nursing functions if management pays no less than \$15 per hour for support staff
- Third-party verification for compliance with \$15 per hour

Article 18A: Vacations

- Units with >50 RNs will have 2 RNs per shift available for pre-approved vacation

Article 19: Overtime

- Eliminate Strict 40
- Premium pay when exempt nurses are assigned as staff nurses

Article 20: Staffing

- Ambulatory units will be staffed with no less than two nurses, with at least one RN

Article 20B: Model Unit Process

- Circulating Nurse required for all critical and acute care units
- All staffing grids to be completed within 12 months
- All violations of staffing grid to result in penalty of \$50 per nurse per shift

Article 21: Floating:

- Hire 10 ambulatory nurses for Family Medicine and General Practice within 3 months;
- Parties to negotiate terms and conditions for resource pool to be concluded within 6 months

Article 22: Wages:

- APRNs
 - o Delete Steps 1-9;
 - o Increase steps: 4/4/4;
 - o APRNs currently on Steps 1-8 go to Step 10;
 - o APRNs currently on Step 9 go to 11;
 - o APRNs currently on Step 10-22 advance two steps October 1, 2018;
 - o All APRNs advance one step, if eligible, every October thereafter
- RNs/LPNs
 - o Increase all steps by 7%/3%/2%;
 - o RNs/LPNs advance one step per year is eligible
 - o Bonus for Step 24: 2%/2%/2%

Article 24: On-Call/Call-in

- \$5 per hour for on call for units where on-call is mandatory

Article 29: Educational Reimbursement

- APRN CMU reimbursement: \$3.5K (rollover)

Article 35: Supplemental FMLA

- Employees will be allowed to take additional four weeks intermittently

Article 43: Health & Safety – Management’s last offer with

- Lift Teams every 2 hours to acute and critical care units

Article 50: Duration-Full Retroactivity for all benefits and expiration October 1, 2018

Side Letter 1

1. All bargaining unit members will receive 20 hours of CTO time (pro-rated for per diem and part-time)

Side Letter 2

1. The parties agree to convene joint labor management meetings for bargaining unit employees at all facilities and for employees, regarding the successor collective bargaining agreements, in order to explain, discuss and answer questions pertaining to the agreement, including on workplace bullying and intimidation.
2. The parties agree to conduct joint cross-training in labor relations, including the rights of management, employees, and unions under the contract and the law, for all direct supervisors of bargaining unit employees, including nurse managers, Administrative Nurse Coordinator, and practice supervisors, and for all stewards, bargaining committee representatives and elected officials. The training will be coordinated by an independent third party mutually selected and financed by the parties.
3. The Hospital agrees that it will not conduct any wellness or drop-in sessions pertaining to lawful, concerted protected activity of the Union during the term of this agreement.
4. The Hospital will issue a policy prohibiting workplace bullying and intimidation.